

<b>COMMITTEE:</b>	<b>CABINET</b>
<b>DATE:</b>	<b>13 FEBRUARY 2003</b>
<b>SUBJECT:</b>	<b>EMPLOYMENT OF PERSONS AGED OVER 65 BY EASTBOURNE BOROUGH COUNCIL</b>
<b>REPORT OF:</b>	<b>HEAD OF PERSONNEL</b>
<b>Ward(s):</b>	ALL
<b>Purpose:</b>	To brief Cabinet on the issues and to seek their commitment to a revised policy for Eastbourne Borough Council.
<b>Contact:</b>	Caroline Freeman, Head of Personnel. Telephone 01323 415106 or internally on extension 5106.
<b>Recommendations:</b>	That the attached revised policy for the employment of persons aged over 65 be adopted by Eastbourne Borough Council.

<b>1.0</b>	<b><u>Background/Introduction</u></b>
1.1	The Council's policy has been not normally to recruit or to retain in its employment persons over 65 years of age. (Personnel Committee 16 July 1990)
1.2	Over time, occasional exceptions have been agreed to meet business needs. (Memorandum of Chief Personnel Officer: 14.12.93)
1.3	Historically, there have been a number of areas of the authority where we have used discretion in interpreting the word 'normal' in the above context.

1.4	This retirement age has, however, been useful since it sits well with the national retirement age and, therefore, reduces our risk of accusations of discrimination in the run up to 2005/6, when the age element of anti-discrimination legislation is due to kick in.
1.5	Thereafter, new legislation may mean that people may only be retired voluntarily or dismissed where they are found no longer fit to carry out the duties of the post. Monitoring of precedents will take place in the meantime.
2.0	<p style="text-align: center;"><b><u>Current situation in EBC – over 65s</u></b></p>
2.1	Our current practice allows for some exceptions, when in the interests of the organisation. Hence, we employ two members of staff as organists at the Crematorium, two people in Environmental Health and two in the Town Hall who are all over the age of 65.
2.2	Seasonal workers, Events' workers and those doing ad hoc hours in the Theatres may also, occasionally, be over the age of 65.
2.3	The number of those over the age of 65 employed by Eastbourne Borough Council has increased in the last couple of years and managers are under more pressure in certain areas to recruit or retain staff with certain skills. It is likely, therefore, that there will be more use of workers over the age of 65 in the future.
3.0	<p style="text-align: center;"><b><u>Setting consistent standards</u></b></p>
3.1	What we must do is to establish a set of criteria by which the exceptions may be judged in order to protect our policy of retirement at age 65.
3.2	A revised Policy is attached at Appendix A for Cabinet approval.

<b>4.0</b>	<b><u>Consultations</u></b>
4.1	The Corporate Management Team has been consulted on this proposal and is supportive of the revision. UNISON has been invited to comment on the revised policy. At the time of writing, no feedback has yet been received.
<b>5.0</b>	<b><u>Conclusion</u></b>
5.1	It remains appropriate for us to have a retirement age of 65 at present. National agendas to promote longer working lives to match increased longevity will ultimately impact on our provisions. Legislation to outlaw age discrimination will also provide opportunities and threats.
5.2	EBC needs to have clear guidance in place to demonstrate that it assesses each case of employing workers over 65 on its merits and in accordance with identified corporate standards.
<b>Caroline A Freeman</b>  <b>HEAD OF PERSONNEL</b>	
<b>Background Papers:</b>  The Background Papers used in compiling this report were as follows:  EBC Corporate Personnel Standards  <b>IDS Briefs, professional journals and website information</b>  To inspect or obtain copies of background papers please refer to the contact officer listed above.	